Family Positive Workplace

2019

Family Positive Workplace Workshop

Welcome

Linda Turner

Why Family Positive Workplace?

Robert Block

Return on Investment

Craig Knutson

- All workplaces have adopted some level of family positive policies

- Children's healthy development is supported, especially at ages birth to five and those facing the greatest challenges

Our Vision

Would Include Several Statements Adopted by Family Forward NC

- Oklahoma businesses are recognized as more competitive due to these actions

- Oklahoma's future workforce is healthier and more productive

Our Vision

Would Include Several Statements Adopted by Family Forward NC

Making the Case

For Adopting Family Positive Practices

- Easier to attract and retain your workforce
- Rates of absenteeism and presenteeism fall
- Employee feedback (qualitative surveying) rises

Making the Case

For Adopting Family Positive Practices

Productivity Rises

- Self-reported productivity by managers rises
- A large percentage of women and millennials, **the fastest growing segments of our workforce**, are "less likely to leave" with policies like paid family leave (PFL) in force

- Babies less likely to be born prematurely
- Babies more likely to be born at a healthy birthweight

Research Also Tells Us…

That FPW Benefits Decrease Negative Outcomes for Both Children and Mothers

- Mother's risk of postpartum depression and anxiety declines

- Mothers who are able to breastfeed lower their risks of breast cancer, high blood pressure, and type 2 diabetes

Research Also Tells Us…

That FPW Benefits Decrease Negative Outcomes for Both Children and Mothers

- Families with benefits like PFL are more likely to have: well care visits and immunizations, better school attendance, and fewer behavioural mental health problems

Research Also Tells Us…

That FPW Benefits Decrease Negative Outcomes for Both Children and Mothers

Keys to Implementing

Flexible Working Arrangements

What is Flex – Time?

- Putting in a full week of work, but being able to vary start and finish times at the workplace
- Working from home or telecommuting
- *Compressed work weeks* - same number of weekly hours are compressed into a shorter period of time (10/4 vs. 8/5)
- A combination of above

Keys to Implementing

Flexible Working Arrangements

What is Flex – Time?

1. Strong, clear, and consistent leadership from the top – support is critical
2. Involve employees in the planning – builds collaboration, communication and conflict resolution skills
3. Build a strong TEAM culture – there is no I in TEAM. Consistent communication whether by technology or face-to-face meetings is critical

Keys to Implementing

Flexible Working Arrangements

What is Flex – Time?

4. Pay attention to information flow – everyone, both in office and remote, need to be informed regularly on changes in policy and direction
5. Ensure that the work of all employees is measured by their contributions and results – not by intangible impressions of seat or face time in the office – clearly define what an "effective employee" is

Source: Bay Area Council Economic Institute

2018 Awards

Family
Positive
Workplace
OK Certified Family Positive
Workplace Awards 2018
Potts Family Foundation

Policies & Practices

Supporting a Family Positive Workplace

Tracey Hixon

Impact

Of Family Positive Policies

- Creates gratitude, feelings of trust and being valued
- Prompts employee to manage time independently
- Increases productivity, job fulfillment, engagement
- Retains top talent, attracts recruits
- Reduces stress: less conflict, lowers risk for child neglect and abuse
- Benefits tomorrow's workforce:
- healthier children = healthier community
- Healthier bonds, aids in learning

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Family Positive Policies

Leave Programs

- Maternity/Paternity Leave
- Parental Leave
- Family Medical Leave
- Flexible Emergency Leave
- Bereavement
- Jury Duty

Modified Schedules

- Flex time
- Compressed work week
- Job Sharing
- Seasonal or part-time
- Telecommuting

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Family Positive Programs

Benefit Programs

- PTO
- Employee + Family Health Benefits
- Child/elder care
- Tuition for Employee Education
- Employee Assistance Program

Inclusion

- Family-Oriented
  - Events
  - Environment
  - Benefits

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Family Positive

Why Not?

- Too small
- Too expensive
- Do for one, do for all
- Business too unique
- Distracting
- Spoils employees
- Unnecessary

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Keep An Open Mind

Think
Outside
The Box

x	o	x
o	o	x
o	x	x

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Where You Are Today

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Employees are able to manage their day around:

- Family obligations
- Health appointments
- School functions
- Before/after school care

- Higher education (cert, degree, etc.)
- Illness, accidents
- Extenuating circumstances

REQUIRES
Strong communication
Commitment to work
Advanced approval
Good manager

Go One Step Further

Flexible Schedules

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Telecommuting Circumstances

- Temporary
  - Illness (self/family), grieving, work load, strategic planning, inclement weather, before/after holiday, vacation
- Part-time
  - Ability to work at home and the office
- Permanent
  - High performer moves out of area
  - Position is independent from other roles
  - Position traditionally works remotely

Go One Step Further

Flexible Schedules

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Go One Step Further – Leave Programs

Financial security during naturally challenging times:

Maternity Leave

- STD covers 60% of pay
- You cover the gap

Parental Leave

- Include significant other
- Include adoption

Parental Leave Reintegration with FMLA

- Helpful when: postpartum depression, separation anxiety, delaying financial impact of daycare, daycare crisis, etc.
- Be creative with 12 weeks of leave
  - 10 weeks off, then final 2 become 4 weeks of half days
  - Identify a cap (i.e. 16 weeks max)

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Go One Step Further – Leave Programs

Financial security during naturally challenging times:

Jury Duty

- Pay ‘em!

Sick Leave

- Include parent/sp/ch
- Fido?

Bereavement Extensions

- Extra day of paid leave for travel in excess of 400 miles
- Paid leave for child/spouse = 1 month paid
- Paid leave for parent = 2 weeks paid
  - Consider addt’l time as needed: estate, cremation, grieving, etc.

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Proactive Benefits:

- Proactive Benefits:
- PTO, vacation or sick leave
  - Competitive?
  - Easy to understand and use?
  - Does it nickel and dime employees?
  - Blackout periods - necessary for all?
  - Add care of parent/sp/ch to sick leave eligibility

Go One Step Further

Benefit Programs

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Include Family:

- Family oriented environment
  - Children, significant others welcome
  - Family tours
- Family oriented events
  - Kids' Christmas gift
  - Annual family fun day
  - Open house
  - Artwork showcases, contests
  - Dollars for grades
  - College scholarships for employee children

Go One Step Further

Inclusion

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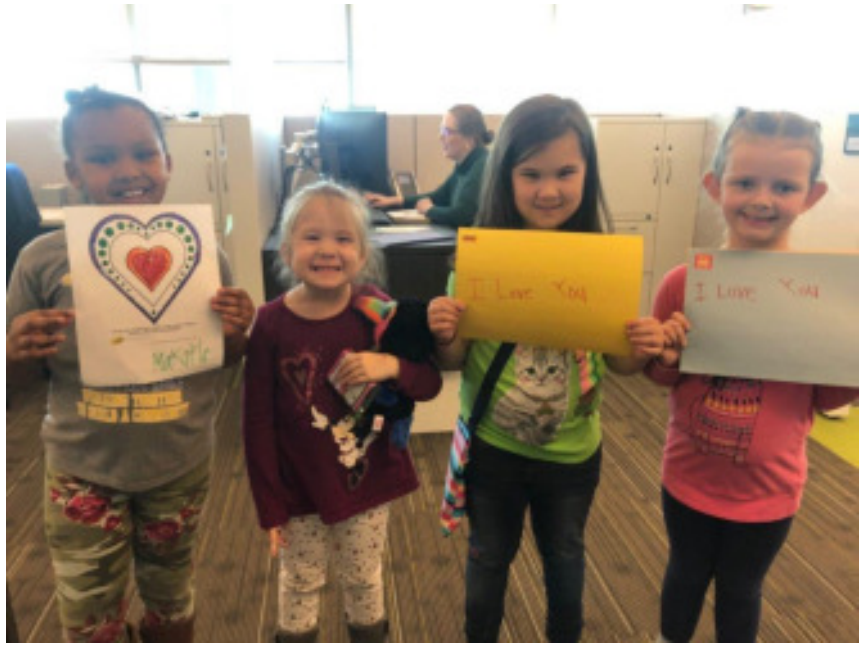
Make them feel a part of your work family:



Go One Step Further

Inclusion

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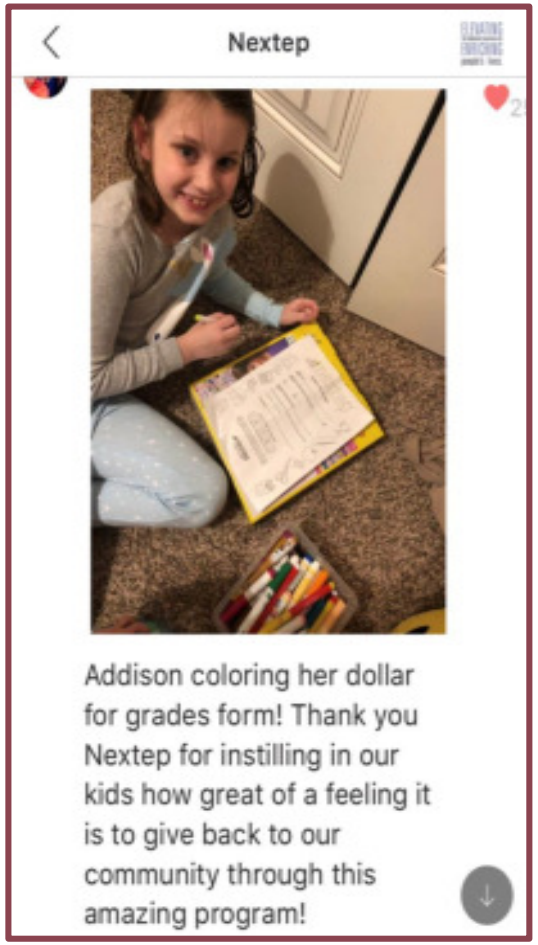
Provide a platform for employees to share news:



Go One Step Further

Inclusion

Most direct way to positively impact household:

- Overtime
  - pay correctly
  - limit overtime required
- consider paid interns and temp staff
- Compensation
  - pay fairly
  - be competitive
  - be open to employee questions and concerns
- Fair, appreciative and transparent leader

Go One Step Further

Go Back to Basics

Family Positive

Why Not?

- Too small - never too small to be flexible or inclusive
- Too expensive - flexibility is free
- Distracting - communicate spirit of policy, set limits, manage it
- Unnecessary - you are out of touch, everyone needs flexibility and inclusion
- Do for one, do for all - exceptions exist

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Next Steps

- Where are you flexible today? Make a list.
- What can you add?
- Consider surveying employees to learn what they value most
- Don’t wait for a perfectly crafted policy; start with the basics and refine as you go.
- Start thinking about the performers you don’t want to lose.

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Resources

SHRM

World at Work

Community Toolbox

Justworks

Fast Company

HR.com

HR-Guide

Nextep social media LinkedIn, Twitter, Facebook

*Some require membership to access policy templates

parentPRO

Free parenting support. Delivered to your door.

Cristi Almader-Quiroz

Community Connector Coordinator

Tulsa health department-Preventive Health Services Division

What is parentPRO?

- Statewide initiative funded by the MIECHV Grant (Maternal Infant and Early Childhood Home Visiting Program)
- Not an actual program
- Designed to connect families to evidence based home visiting programs and other community resources
- Goal: Increase referrals in to home visitation programs
- Modeled after a centralized referral system called “Help me Grow” in Ohio

Community Connector Coordinators

- Two counties in Oklahoma with Community Connector Coordinators: Tulsa and Oklahoma
- Ambassadors
- Create linkages and connections
- Promote and expand home visiting to the most needy and vulnerable families
- Take the guesswork out of referring families to home visitation
- Normalize the idea of home visitation
  - “Home based parenting support ”

Home Visitation in Oklahoma

- Four evidence based home visitation programs in Oklahoma:
  - Nurse Family Partnership (Children First), Parents as Teachers (Positive Parenting/ Learning at Home)and Early Head Start Home Based
  - Healthy Start
- Goals of evidence based home visitation in Oklahoma
  - Provide services to families to help them improve outcomes related to maternal and child health
  - Family stability
  - Family safety
  - Family economic self-sufficiency
- Under MIECHV grant, there are families prioritized to receive services

Home Visitation in Tulsa County

- Tulsa County has all four evidence based programs, plus two levels of Healthy Start
- Programs offered on voluntary basis
- No cost to families
- All programs have capacity to serve Spanish speaking families

Children First (Nurse Family Partnership)

- Housed at Legacy Plaza
- Services provided by registered nurse in client's home
- Client must be less than 29 weeks pregnant and expecting their first baby
- Meet the same income eligibility criteria as WIC and Medicaid
- Services delivered:
  - Education on healthy lifestyle, nutrition, exercise, what to expect during pregnancy, labor, and delivery
  - Newborn infant and toddler care
  - Child growth and development
  - Safe Sleep
  - Breastfeeding
  - Referrals to community resources

Positive Parenting Parents as Teachers

- Housed at Parent Child Center
- Parents as Teachers curriculum
- Enrolls expectant parents anytime during pregnancy or with children 0-5
  - Prenatal education
  - Positive parent-child interaction
  - Child development education
  - Promote bonding and healthy brain development
  - Child development screenings
  - Referrals to community resources

Safe Care

- Housed at Parent Child Center
- Enrolls families with at least one child 5 years old or younger
- Designed for higher risk families
- Services:
  - Three areas of emphasis: Child Health, Home Safety, Parent Infant and Child Interaction
  - Education on child development, age appropriate activities, parent-child relationship, managing child behavior
  - Referrals to community resources

Learning at Home

- Soon to be housed at Legacy Plaza
- Enrolls pregnant women and families with children from 0-4 years of age
- Parents as Teachers curriculum
- Must meet income guidelines-185% of federal poverty level
- Services:
  - Guide families on child's growth and education development through play, music, and reading
  - Developmental screenings
  - Referrals to community resources

Early Head Start Home Based

- Housed at CAP Tulsa
- Enrolls pregnant women or families with children age 0-3 that reside in Union School District
- Must meet income guidelines
- Services:
  - Educational activities
  - Group socialization events with other families

Healthy Start

- Level 1-Housed at Tulsa Health Department
- Enrolls pregnant women or families with children up to age 2 in targeted zip codes
- Designed to prevent infant mortality
- Services:
  - Support and education on healthy pregnancy and delivery
  - Risk assessments
  - Devise plan of care
  - Developmental screenings
  - Referrals to community resources

parentPRO in Tulsa County: Why and Who?

- WHY use parentPRO?
  - Takes the guesswork out of referring families to home visiting programs
  - Best fit
  - Track referral numbers and trends in ETO(Efforts to Outcomes) data system
  - Provides referrals to community resources
    - THD Outreach, rent and utility assistance, parenting classes, food pantries, Head Start, and housing options
- WHO do we want to recruit?
  - Pregnant women and/or families with children under age 5
  - Live in Tulsa County
  - Priority populations

parentPRO Referral Sources

- Collaboration with WIC
- ConnectFirst
- THD Outreach team
- 2-1-1
- Statewide marketing
- parentPRO statewide referral line
  - 1-877-271-7611
- Collaboration with other community agencies and providers

parentPRO Referral Process

- Receive referral
  - Contact family via phone (send letter if not able to contact)
    - Gather information about family
      - Discuss home visitation options
        - Provide referral directly to program or provide program information to family

Making a Referral to parentPRO

- Elevator speech
  - Example: “Parenting is the most rewarding but (challenging) thing you will ever do. There are many free programs in Tulsa designed to help with (positive discipline, making your baby smart, stress management, resource referrals). Would it be okay for the Community Connector to contact you to give you more information about these programs?”
- Call Cristi directly
  - 918 779-6915
  - caquiroz@tulsa-health.org
- Have client fill out simple referral form and fax to Cristi
  - 539-576-6018
- Give Cristi’s contact information to client

Home Visiting Coalition Meeting

- Held Quarterly
  - Third Wednesday of the month
- Collaboration
- Comprised of representatives from each program
- Discuss referral trends, upcoming events, program updates

Sen. Kay Floyd

Oklahoma Childcare Referral and Resources

Paula Koos

Oklahoma Child Care
RESOURCE & REFERRAL ASSOCIATION, INC.

A FREE SERVICE FOR ALL OKLAHOMANS

- OCCRRA helps families find child care
- Provides families with consumer education
- Maintains a child care database
- Offers training to child care providers
- Provides technical assistance to providers
- Reports on child care cost, supply & demand
- Works with DHS on licensing & regulatory issues

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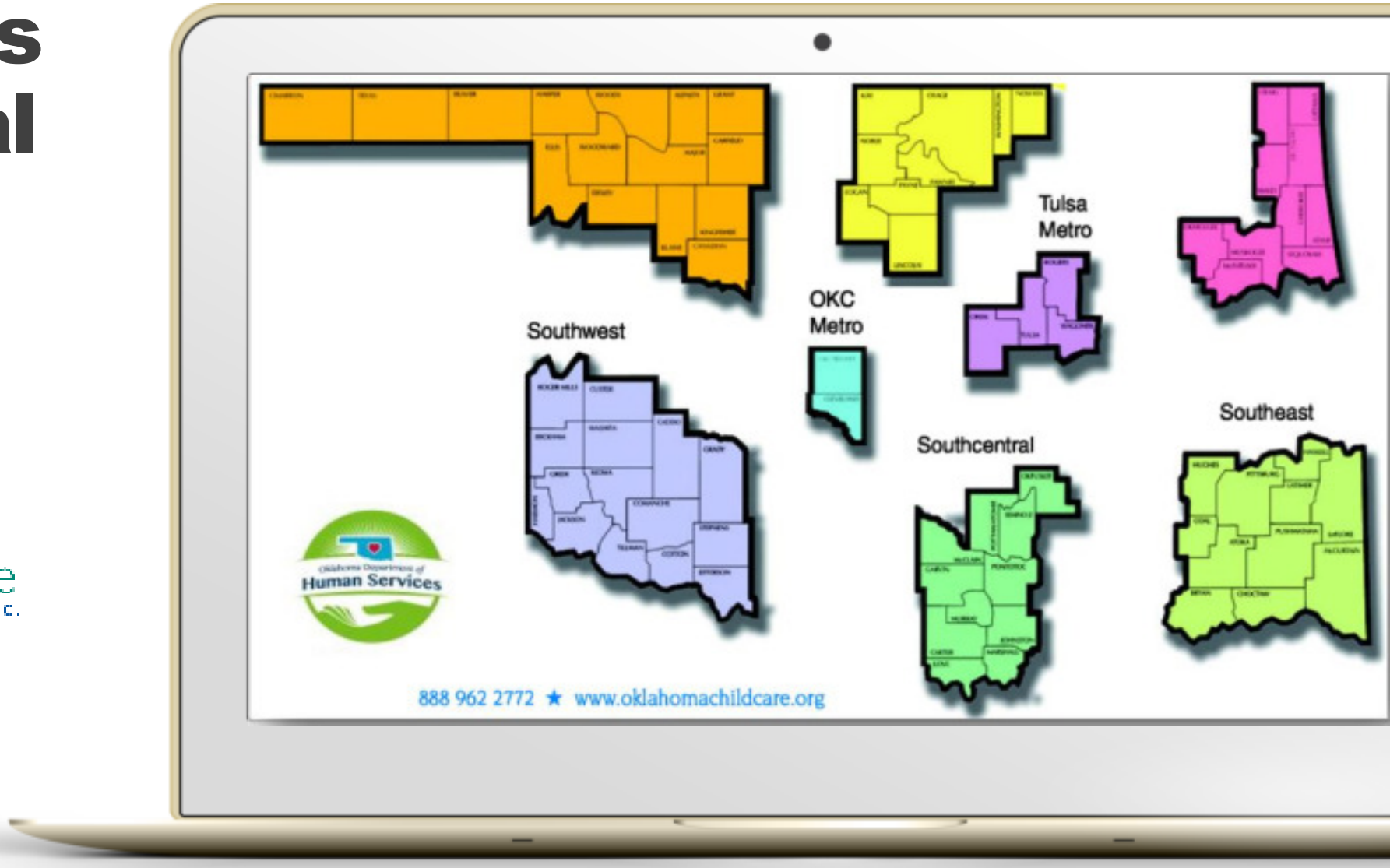
What is Child Care Resource & Referral?

OCCRRA administers a statewide network of child care resource & referral to serve all 77 Oklahoma counties

8 Resources and Referral Regions



Our Mission

All Oklahoma families have access to quality care and education for their children through community-based resource and referral services.

Who Do We Serve?

Three groups of customers

- Parents
- Providers
- Communities including business, government and educators

Parent Services

Accessible and Available

- Services Are Accessible
  - By Phone
  - In Person
  - On the Internet
- Services Are Available
  - Phone: 8 a.m. to 5 p.m., M-F
  - Messages 27/7
  - Online 24/7

Provider Services

Accessible and Available

- Training
- Technical Assistance
- Stars Advancement
- Oklahoma Right Start Infant/Toddler Project
- OK Shared Services
- Newsletters & Websites

Community Services

Accessible and Available

- Advocacy
- Community awareness
- Research projects
- Statistics on child care

Why Is Quality & Accessible Child Care Important to *Your* Business?

Parents

Can Focus

On their job and not whether their children are safe

Children

Are Well Cared For

And are happier and healthier

Workforce

Positive & Supportive

Quality child care supports positive growth into productive adults, tomorrow's workforce

What Can Employers do?

PURCHASE

- Purchase *child care slots* for the exclusive use of company employees (provide these slots free to employees or charge a reduced fee)

OFFER

- Offer a *Flexible Spending Account* for child care expenses
- Offer *on-site* child care

- Provide employees with information about quality child care
- Allow employees to use flex time to handle child care issues
- Provide a resource library with books, toys and learning materials

Employer Supports

Refer employees to CCR&R for assistance in locating care

Oklahoma Child Care
RESOURCE & REFERRAL ASSOCIATION, INC.

Connecting You With Child Care Resources Throughout Oklahoma

Statewide Referral Center

1-800-438-0008

Contact Your R&R

Toll Free (888) 962 2772

www.oklahomachildcare.org

OCCRRA

Our Staff

- Paula Koos, Executive Director
- Michelle Miller, Office Manager
- Jason Mills, Data Manager
- Stephanie Lippert, Community Services Manager
- Keila Garcia, Program Services Manager
- Persephone' Harkins, Oklahoma Right Start Infant/Toddler Manager

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Why Family Positive Workplace?

Dan Schiedel

Current Work Challenges Facing Families Today

- Increased # of working moms
- Men assuming family responsibilities
- Latch-key children
- Childcare costs and accessibility
- Grandparents raising grandchildren
- All these challenges add up to STRESS!!!

typical example:

the stress of getting to work on time!!

WHY Promote Family Positive Policies?

- Allow parents to spend more time with their children.
- Reduce stress and allow more choices.
- Employees are more productive.
- Allow employees to improve their economic status and quality of life.
- Help employers keep valuable employees, and recruit the best.
- They are good for the society.

The ROI
on
Family Positive Policies

Employees will feel…

- Less stressed
- More successful in balancing work and family life
- More loyally and committed to their employers
- More satisfied with their jobs
- More likely to want to remain with their employers

Benefit to the employer

- **Increase loyalty and morale**
- **Increase employee retention**
- **Reduce absenteeism /which increases productivity**
- **Enhance recruitment**
- **Cultivate the future workforce -** helping toddlers today – for success tomorrow
- **Builds up positive corporate image**, which helps enhance the company's ability to attract talent and long-term development

Measure and Evaluate the Benefits and Policies

- Plan to measure outcomes
- Collaborate with others in your organization
- Work with leaders to identify their most important metrics
- Interviews of employees about their experiences
- Make ongoing improvements

Communicate

- **Your Family Positive Benefits via:**
- **Intranet, internet**
- **Recruiters & hiring managers**

An unknown benefit is NO benefit……etc….

Remember, managers need to model

- The actions of senior leaders are heard and observed by employees
- It affects their personal choices for work and life balance
- Train managers about the positive potential of supporting Family Positive

Interesting……

- "Employees don't necessarily have to use work-life practices to generate positive returns for the organization," the researchers noted.

- "Awareness of the work-life proposition is, in fact, slightly more important than consumption of it."

Some employees may need help in developing parenting skills….

- Resources and Referral Services
- Parenting/Child Care Seminars
- Provide websites and other helpful tips
- New baby, give parenting information

Family Positive – Morale Builders!

- http://www.readaloud.org/index.html

- **Read Aloud 15 Minutes A Day**
- **Campaign/contest**
- **Coloring Contest**
- **Baby Pictures Contests**

Read Aloud
15 MINUTES
Every child. Every parent. Every day.

Where to begin?

- ✓ Discuss the potential positive impact of Family Positive culture with your leadership team. Get buy in.
- ✓ Choose 2 things you will work on in the next 6 months and implement them. Identify easy, quick wins.
- ✓ Measure results.
- ✓ Talk to your CEO
- ✓ about joining OKCEOs
- ✓ Contact the Potts Family Foundation for more information or support

Questions?

Today's Toddlers,
Tomorrow's Talent

Thank you!